



# 2014 California Firefighter Total Compensation Survey

Prepared by CalHR's Office of Financial Management and Economic Research  
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## Executive Summary

The California Department of Human Resources (CalHR) is required by Government Code section 19827.3, to “take into consideration the salary and benefits of other jurisdictions employing 75 or more full-time firefighters who work in California.” To complete this requirement, CalHR selected four State of California firefighter classifications as benchmarks in this report. CalHR and the union representing State Firefighters, the California Department of Forestry Firefighters (CDFF), mutually agreed upon a random selection of 20 local fire departments to include in this survey. The data collected allows CalHR to compare the monthly total compensation, expressed as monthly employer costs for salaries, health and retirement benefits, Extended Duty Week Compensation (sometimes called EDWC or planned overtime), and paid leave, for State and local firefighters.

## Summary of Findings

When comparing California State firefighter classes with a random sampling of 20 fire departments across California, the State lagged behind in total compensation for each benchmark classification. The table below shows the State’s lag for each benchmark classification.

<b>Benchmark Class</b>	<b>Total Comp. Lag</b>
Firefighter II	-30.1%
Fire Apparatus Engineer	-29.7%
Fire Captain (A)	-32.9%
Battalion Chief	-39.9%
<i>Simple Average</i>	-33.1%

# Survey Background and Methodology

## Background

The California Department of Forestry and Fire Protection, known as CAL FIRE, is responsible for protecting the state's wild lands, and also provides urban fire protection for thousands of California residents where it is contracted by local government agencies. Its jurisdiction extends the length and breadth of the State, and the heart of its emergency response and resource protection capability is its full-time fire professionals, foresters, administrative employees, and seasonal firefighters. CAL FIRE also coordinates the work of thousands of volunteer firefighters, inmates and wards to suppress wild land fires.<sup>1</sup>

To ensure the recruitment and retention of qualified firefighters, State Government Code section 19827.3 requires the California Department of Human Resources (CalHR) to "consider prevailing salaries and benefits" of local fire departments in California employing 75 or more firefighters and compare it to the salary and benefits for State firefighter classifications. This report allows CalHR to fulfill this requirement. In 2006, CalHR commissioned CPS HR Consulting to conduct a similar total compensation survey of 21 local fire departments and the U.S. Forest Service. That survey compared the same benchmark classifications included in this report, along with the corresponding Paramedic classifications associated with Firefighter II, Fire Apparatus Engineer and Fire Captain. It also included the Unit Chief classification. At that time, the State lagged behind in total compensation between 13.2 percent and 26 percent for its benchmark classifications, or an average of 21.1 percent.

This report includes one significant difference with the 2006 report: the 2014 report includes a value for paid leave in the monthly total compensation comparison.

1. CAL FIRE 2012 Strategic Plan: [http://CALFIRE.ca.gov/about/about\\_StrategicPlan.php](http://CALFIRE.ca.gov/about/about_StrategicPlan.php)

## Survey Methodology

CDFD identified 68 fire departments in California with 75 firefighters or more, which CalHR verified. At CalHR's recommendation, the five fire departments with the highest base salaries and the five fire departments with the lowest base salaries were removed from the list, and then 20 departments were randomly selected to be surveyed. The names of the local fire departments selected appear in Table 1.

**Table 1. List of Jurisdictions with Fire Departments Included in Survey**

Bakersfield City	Los Angeles County	San Bernardino City
Chula Vista City	Milpitas City	San Mateo City
Corona City	Novato Fire District	Santa Monica City
Escondido City	Ontario City	Stockton City
Fullerton City	Oxnard City	Torrance City
Hayward City	Rialto City	Ventura County
Livermore-Pleasanton FD	Roseville City	

Four benchmark classifications were agreed upon to represent a cross-section of firefighting classifications at CAL FIRE for this report:

State Class Title	Class Code
Firefighter II	1082
Fire Apparatus Engineer	1077
Fire Captain, Range A	1095
Battalion Chief	9723

CalHR developed a Survey Instrument with detailed questions for this report. CDFD volunteered to make the initial contact with each local fire department and forwarded the Survey Instrument, and then followed up until nearly all were returned. Many questions in the Survey Instrument focused on monthly salary and employee benefits, such as aspects of retirement contribution practices, EDWC, cash benefits, health, dental and vision insurance contributions, hours worked, and leave practices.<sup>2</sup> Information for rank and file and supervisory positions were requested separately.

Once the initial data collection was completed, CDFD provided CalHR with copies of their responses and support documentation. CalHR then contacted each local fire department individually to collect any remaining components of the survey and to verify the information used in the total compensation calculations. All 20 fire departments verified their portion of the survey.

Salary and benefit information collected was effective January 1, 2014.

2. See Glossary on page 16 for more details.

# Survey Findings

## Comparing Base Pay Only

When comparing only base pay, the salaries of the State benchmark classes lagged an average of 89.3 percent behind the surveyed fire departments. Table 2, below, shows a dollar value and corresponding percentage lag for the four benchmark classes.

**Table 2. Comparing Monthly Base Pay Only**

Classification	State Max Salary	Survey Avg. Max Salary	State Salary Lag
Fire Fighter II*	\$3,509	\$6,655	-89.6%
Fire Apparatus Engineer	\$4,003	\$7,466	-86.5%
Fire Captain, Range A	\$4,609	\$8,760	-90.1%
Battalion Chief	\$5,869	\$11,210	-91.0%
	<i>Simple Average</i>		-89.3%

Note: Dollars are rounded. \*Novato Fire district does not currently employ Firefighters equivalent to the State's Firefighter II's, but the salary and benefit information is available for this classification and was included in this analysis.

## Comparing Total Compensation

When including the employer's costs for EDWC, health benefits, retirement, cash benefits, and paid leave, the State lags drop significantly to an average of 33.1 percent. To find the total compensation cost, we asked employers how much they spent on employee health insurance or cafeteria plans, the percentage they contributed to employee retirement, and vacation, sick and holiday leave accrual rates.

For State firefighters, EDWC and select cash benefits, in addition to their salaries, are subject to retirement contributions. Paid leave is also calculated based on their monthly salaries, EDWC and some cash benefits. CalHR collected from each jurisdiction if planned overtime and pay incentives are included in the calculation of their retirement contributions and paid leave. Table 3 on the next page includes this for State firefighters and for the firefighters at each of the jurisdictions. Please see Attachment A, on pages 18-20, for more details.

**Table 3. Comparing Monthly Total Compensation**

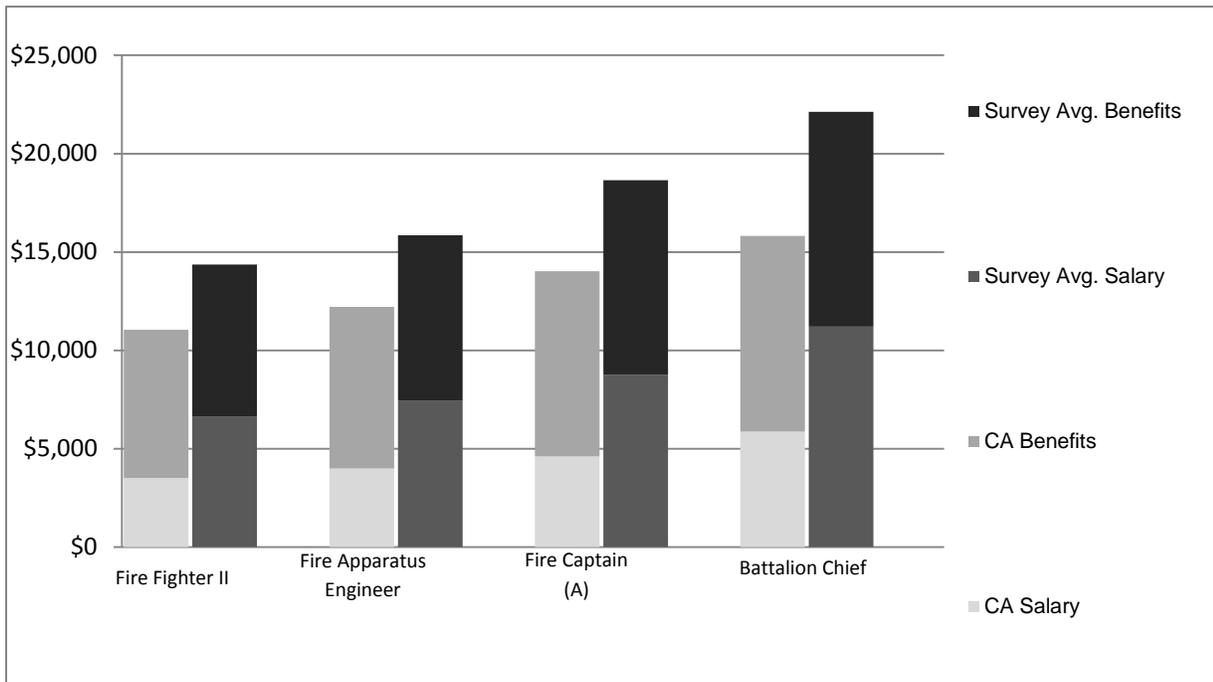
Classification	State Total Comp	Survey Avg. Total Comp	State Total Comp Lag
Fire Fighter II*	\$11,051	\$14,373	-30.1%
Fire Apparatus Engineer	\$12,219	\$15,850	-29.7%
Fire Captain, Range A	\$14,034	\$18,651	-32.9%
Battalion Chief	\$15,818	\$22,132	-39.9%
	<i>Simple Average</i>		-33.1%

Note: Dollars are rounded in table. \*Novato Fire district does not currently employ Firefighters equivalent to the State's Firefighter II's, but the salary and benefit information is available for this classification and was included in this analysis.

**Summary of Total Compensation**

In Chart 1, below, we illustrate the differences in monthly salary as well as total compensation provided by the State and the local fire departments surveyed.

**Chart 1. Monthly Total Compensation Comparison**



## Extended Duty Week Compensation (EDWC)

The federal Fair Labor Standards Act (FLSA) allows employers to set “work periods” for firefighters that exceed the traditional 40-hour workweek. The work period must be at least seven consecutive workdays; it may extend up to a maximum of 28 consecutive workdays. The Table below shows the maximum duty hours for each work period after which the employee is entitled to FLSA overtime pay. The same federal regulations also cover local firefighters.

Consecutive-Day Work Period	Maximum Duty Hours Before Overtime Begins
28	212
27	204
26	197
25	189
24	182
23	174
22	167
21	159
20	151
19	144
18	136
17	129
16	121
15	114
14	106
13	98
12	91
11	83
10	76
9	68
8	61
7	53

Source: US Department of Labor, Fair Labor Standards Act, Title 29, Chapter V, Code of Federal Regulations, Part 553, Sub Part 553.230

Firefighters assigned to a fire station typically work a series of 24-hour shifts. CAL FIRE requires its firefighters to work more hours in a month than local fire departments. State firefighters work a 72-hour work week, or an average of 312 hours a month, while fire departments in this survey require their firefighters to work an average of 251 hours a month. During the course of a year State firefighters assigned to a fire station are normally scheduled to work 156 days a year (in 24-hour shifts), while local firefighters work 125 days (in 24-hour shifts), according to the survey.<sup>3</sup>

3. Most State firefighters assigned to a fire station work three 24-hour shifts a week, but some have alternate work schedules which would require them to work the same number of hours but more than 156 days in a year.

Consequently, State firefighters are scheduled to work 82.3 hours of EDWC every month. Out of the 20 local fire departments surveyed for this report, 12 have scheduled EDWC hours which are not included in their base pay. In Table 4, below, we compare those 12 fire departments to the State. State firefighters are scheduled to work 85.2 percent more EDWC hours and earn 66.3 percent to 69 percent more in EDWC pay.

**Table 4. Comparing EDWC By Fire Department**

Fire Department	Hours of Monthly (Mo.) EDWC	Mo. EDWC Pay Fire Fighter II	Mo. EDWC Pay Fire App. Engineer	Mo. EDWC Pay Fire Captain (A)	Mo. EDWC Pay Battalion Chief
<b>CAL FIRE</b>	<b>82.3</b>	<b>\$1,825</b>	<b>\$2,077</b>	<b>\$2,456</b>	<b>\$2,471</b>
Bakersfield	12.6	\$483	\$534	\$637	\$0
Fullerton	12.6	\$458	\$522	\$597	\$579
Livermore-Pleasanton	13.0	\$975	\$1,091	\$1,220	\$1,532
Los Angeles County	12.6	\$676	\$803	\$987	\$1,244
Ontario	30.0	\$1,417	\$1,643	\$2,018	\$2,440
Oxnard	10.8	\$486	\$554	\$650	\$0
Rialto	6.0	\$232	\$282	\$327	\$0
San Bernardino City	12.6	\$580	\$634	\$734*	\$989
San Mateo City	6.5	\$0	\$227	\$265	\$337
Stockton	4.3	\$201	\$201	\$228	\$276
Torrance	12.5	\$585	\$594	\$832	\$1,113
Ventura	13.5	\$678	\$645	\$745	\$1,228
<b>Survey Average:</b>	<b>12.1</b>	<b>\$616</b>	<b>\$644</b>	<b>\$770</b>	<b>\$811</b>
<b>State Lead/Lag:</b>	<b>85.2%</b>	<b>66.3%</b>	<b>69.0%</b>	<b>68.7%</b>	<b>67.2%</b>

Note: Dollars are rounded. \*San Bernardino's Fire Captains do not get FLSA overtime. Instead they receive an 8 percent Captain Pay.

## Employer Contributions To Retirement and Health

For the purposes of this report, we compared employer contributions to retirement for “Classic” employees – firefighters hired prior to January 1, 2013, and typically enrolled in the 3 percent at 50 retirement plan. The following components are included in the firefighter’s retirement benefits: any employer pickup of the employee’s retirement contribution, the employer contribution towards retirement, and the employer’s maximum contribution to a deferred compensation retirement savings plan. To find the value of employer contributions to health benefits, we combined the employer’s contributions to a cafeteria plan, as well as health, dental, and vision premiums.<sup>4</sup>

In Table 5, below, we compare the employer contributions to retirement (factoring in cash benefits and EDWC) as well as health benefits for the State and the surveyed local fire departments. Two local fire departments did not clarify which pay differentials or if EDWC are included in the calculation towards retirement. For these two jurisdictions, all earned pay incentives and earned EDWC were assumed to be included for purposes of retirement. We found that the State’s contribution to health benefits was higher than the survey average, but when it was combined with retirement contributions, the State lagged by as much as 45.7 percent. For a more detailed breakdown of retirement benefits, see Attachment B.

**Table 5. Comparing Employer Contributions to Retirement and Health Benefits**

Classification	Retirement Benefits (Monthly Employer Contribution)	Health Benefits (Monthly Employer Contribution)	Maximum Monthly Employer Paid Benefits	State Lead/Lag of Combined Retirement and Health
Fire Fighter II (Survey)	\$3,193	\$1,421	\$4,614	
Fire Fighter II (State)	\$1,929	\$1,461	\$3,390	-36.1%
Fire Apparatus Engineer (Survey)	\$3,551	\$1,365	\$4,916	
Fire Apparatus Engineer (State)	\$2,163	\$1,461	\$3,624	-35.7%
Fire Captain (Survey)	\$4,196	\$1,373	\$5,570	
Fire Captain, Range A (State)	\$2,515	\$1,461	\$3,976	-40.1%
Battalion Chief (Survey)	\$5,044	\$1,401	\$6,445	
Battalion Chief (State)	\$2,962	\$1,461	\$4,423	-45.7%

Note: Dollars are rounded in table.

4. For this report we included the maximum contributions by employers for health, dental and vision for a family plan [member + dependents].

## **CalPERS Retirement Plans**

Seventeen out of 20 local fire departments included in this survey participate in a CalPERS retirement plan. This group includes the Livermore-Pleasanton Fire Department, and the cities of Bakersfield, Chula Vista, Corona, Escondido, Fullerton, Hayward, Milpitas, Ontario, Oxnard, Rialto, Roseville, San Bernardino, San Mateo, Santa Monica, Stockton, and Torrance.

The retirement benefits for the local fire departments enrolled in CalPERS with the Tier 1 formula (employees hired prior to January 1, 2013) is 3 percent at 50 years old. Under the 2013 Public Employees Pension Reform Act (PEPRA), CalPERS was required to change their retirement formula for newly hired Peace Officers and Firefighters (POFF). The new PEPRA benefit is typically 2.7 percent at 57. For employees belonging to the CalPERS Tier I plan, the final compensation used to calculate retirement is the highest one year average during the employee's service. For new employees in a PEPRA plan, the highest 36 consecutive months of pensionable compensation is used to calculate their retirement benefit. Of the 17 employers participating in CalPERS plans, they contributed on average 36.5 percent of the employees' monthly salary to retirement for their classic employees. This percentage included any employer pick-up for the employee. By contrast, the State paid 31.32 percent of the employee's pensionable salary to CalPERS, and the State does not pick-up any share of its employees required contribution.

## **1937 County Employee Retirement Plans**

The three remaining fire departments participate in a local retirement system allowed under provisions of the County Employees Retirement Law of 1937. Under this law California counties may establish their own retirement systems, which are independently managed and operated separately from CalPERS. The three fire departments in this survey that participate in such a plan are: Los Angeles County (Los Angeles County Employees Retirement Association - LACERA), Novato Fire District (Marin County Employees Retirement Association - MCERA) and Ventura County (Ventura County Employees Retirement Association - VCERA).

LA County paid the lowest percentage of payroll for its classic employees<sup>5</sup>, contributing 27.92 percent (24.95 percent + 2.97 percent pickup for employees) of monthly salary to LACERA. Novato Fire District paid a significantly higher percentage of payroll for its classic employees, contributing 56.64 percent (51.64 percent + 5 percent pickup for employees) of monthly salary to MCERA. Ventura County paid the highest percentage of payroll for its classic employees, contributing 59.65 percent (48.99 percent + 10.66 percent employee pickup) of monthly salary to VCERA. Although the employer contribution rates do not always affect the take-home pay or the ultimate retirement benefit for the employee, they do reflect the employer's cost for "total compensation."

For a more detailed summary of the various retirement plans, please see Attachment B.

5. Classic Employees refers to employees hired prior to the enactment of the Public Employees Pension Reform Act (PEPRA) of 2013.

## **Paid Leave Comparison**

Monthly vacation, sick and holiday leave accrual rates were collected and compared to the leave accrual rates earned by State firefighters. Some local fire departments provide extra pay to the employee's salary in lieu of receiving holiday hours, while others provided annual leave instead of vacation and sick leave. The majority of fire departments surveyed, however, provide vacation leave, sick leave and holiday credits.

To calculate the value of paid leave for local firefighters, we added the maximum monthly base pay with designated cash benefits, and applied each jurisdiction's formula for calculating an hourly rate, which in most cases meant multiplying this monthly rate by 12 and then dividing it by their annually scheduled hours. This rate of pay was then multiplied by the monthly accrued hours of leave. Two employers did not designate which cash benefits were included in the calculation of paid leave. For these two employers, it was assumed all earned pay differentials are included in calculating the hourly rate for paid leave.

To calculate the hourly rate for State firefighters, we added the maximum monthly base pay with monthly EDWC and cash benefits, then divided that number by 4.33 (the average number of weeks in a month) to get a weekly rate, and then divided it by their clock hours (either 56 or 72) to get an hourly rate. The State's Battalion Chief classification is the only surveyed class with a 72-hour EDWC clock instead of a 56-hour clock. While State Battalion Chiefs accrue leave hours at the same rate as other State firefighters, their EDWC clock hours are higher, thereby significantly reducing the value for their paid leave – which is reflected by the largest lag in the survey below. The State of California is the only entity, out of those included in this survey, which includes EDWC in the value of paid leave upon separation.

In Table 6, below, we show the State provides more paid leave, on average, than the surveyed jurisdictions. However, the value of the State's paid leave was only competitive for the Fire Fighter IIs and Fire Apparatus Engineers, and lagged more significantly behind for the Fire Captains (A) and Battalion Chiefs.

**Table 6. Comparing Value of Paid Leave**

Classification	Max. Mo. Vac.	Value of Max Mo. Vac.	Max. Mo. Sick	Value of Max Mo. Sick	Avg. Mo. Hol. Hours	Value of Max Mo. Hol.	Value of All Mo. Leave	State Lead/Lag for Value of All Leave
Fire Fighter II (Survey)	22	\$735	11	\$379	10	\$325	\$1,438	
Fire Fighter II (State)	23	\$536	14	\$336	24	\$560	\$1,432	-0.4%
Fire Apparatus Engineer (Survey)	23	\$843	11	\$427	9	\$375	\$1,644	
Fire Apparatus Engineer (State)	23	\$606	14	\$380	24	\$634	\$1,621	-1.5%
Fire Captain (Survey)	27	\$1,176	11	\$500	9	\$443	\$2,119	
Fire Captain, Range A (State)	25	\$768	14	\$447	24	\$745	\$1,961	-8.1%
Battalion Chief (Survey)	27	\$1,444	10	\$505	10	\$666	\$2,615	
Battalion Chief (State)	27	\$763	14	\$414	24	\$690	\$1,867	-40.1%

Note: Dollars are rounded in the table above. The accrual rates are based on the average years of service for each of the State of California's firefighter classes: Fire Fighter II – 11 yrs.; Fire Apparatus Engineer – 14 yrs.; Fire Captain (A) – 20 yrs.; Battalion Chiefs - 24 yrs.

## Employer Contribution to Retiree Health

Providing retiree health insurance is a valuable benefit offered by the State of California and many local governments to employees after working a minimum number of years. The State of California's contribution towards a family retiree health plan is \$1,559 a month. CalHR asked jurisdictions if they also contribute towards retiree health insurance. Out of the 20 surveyed jurisdictions, 16 contribute to a health insurance plan for retired employees and/or contribute to a retiree health savings plan, while 4 do not contribute to either benefit. Table 7 below indicates the amount each jurisdiction currently contributes per month for retirees and/or saves for active employees. Although retiree health contributions are not included in the total compensation calculation, it is important to note that only three employers in the survey reported making larger monthly contributions than the State.

**Table 7. Retiree Health Employer Contributions**

<b>Fire Department</b>	<b>Max Retiree Health Care Employer Contribution (monthly)</b>
State Firefighters	\$1,559
Bakersfield	\$260
Corona	\$1,890*
Fullerton	\$595
Hayward	\$508
Livermore-Pleasanton	\$1,376
Los Angeles County	\$1,923
Milpitas	\$2,175
Novato	\$1,545
Ontario	\$1,399
Oxnard	\$83 - \$204**
Rialto	\$726
Roseville	\$1,224
San Bernardino (City of)	\$112
San Mateo (City of)	\$160
Santa Monica	\$186***
Torrance	\$131

Note: The employer contributions towards retiree health are based on the family plan rates (retired employee + family) for classic employees. Dollars are rounded.

\*The City of Corona spends a maximum of \$1,472.85 a month towards retiree health plans. Employees hired since January 1, 2000 receive a reduced benefit, so the City contributes an additional \$5,000 a year to a retiree healthcare savings plan.

\*\*The City of Oxnard contributes 1.692 percent of base pay to a Post-Employment Health Plan, so the numbers in the table above represent a range of contributions, from the min. base pay for Fire Firefighters to the max. base pay for Battalion Chiefs.

\*\*\*The City of Santa Monica contributes \$150.69 a month toward a retiree health trust account and also contributes \$35 a month to a Post-Employment Health Plan.

## **Retirement Healthcare Savings Accounts**

A few surveyed jurisdictions make contributions to a retirement healthcare savings plan as an added benefit to their employees. In some cases they require their employees to contribute to these plans when cashing out certain leave credits; in other cases they make contributions on behalf of their employees. The City of Corona contributes \$5,000 a year into a retirement healthcare savings account for their employees. These plans allow retirees to make tax-free withdrawals from their account when used for reimbursement of qualified health care expenses. The City of Chula Vista allows employees, on a voluntary basis, to contribute vacation hours into a similar pre-tax retiree health care fund. The City of Oxnard contributes 1.69 percent of the employee's base salary to a Post-Employment Health Plan (PEHP). Oxnard allows employees to allocate the cash value of all or some of their unused sick leave or annual leave payouts, upon separation, to this plan. The City of San Mateo requires that all cash-out of leave credits be deposited into a retirement healthcare savings plan.

## Conclusion

Considering salary and benefits paid by the employer, the compensation of the State firefighter classifications in this survey fell behind the average of the 20 California fire departments reviewed. The simple base pay comparison lagged an average of 89.3 percent. However, when factoring in the expense of other pay and benefits provided by the employer on a monthly basis, the average total compensation lag dropped to 33.1 percent.

Although salaries and benefits can vary based on geography, budget, and contract agreements, State firefighters are performing similar work to those employed at the surveyed fire departments based on matching job descriptions and duties. We found that, when comparing classic employees (those hired prior to January 1, 2013), the State contributed less to employee retirement and health when combined, than the fire departments surveyed. However, only 16 out of the 20 surveyed jurisdictions reported contributions towards retiree health, and only three reported contributing more than the State. We also found that State firefighters work more hours, typically 156 days a year, compared to an average of 125 days among the surveyed local fire departments. Consequently, State firefighters earn 82.3 hours of EDWC every month, which equates to 85.2 percent more than the local firefighters in this survey, and earn up to 69 percent more in EDWC pay.

In 2006, CalHR contracted with CPS HR Consulting to conduct a total compensation survey for State firefighters. At that time, there was an average weighted lag of 21.1 percent. Although some of the fire departments are different in this survey, the total compensation elements remain fairly consistent, with the exception of adding a value for paid leave. The unweighted total compensation lag has now grown, on average, to 33.1 percent as of January 1, 2014 for State firefighters.

## Glossary for Attachment A

This glossary defines the variables used to determine total compensation in Attachment A.

**Min. Salary:** Minimum monthly salary listed for a Class Title

**Max. Salary:** Maximum monthly salary listed for a Class Title

**Hours per Week:** Average hours worked per week.

**Max. Hourly Pay:** Maximum salary divided by number of hours designated by each fire department to derive an hourly rate.

**Monthly Hrs. of EDWC (Planned Overtime):** The Fair Labor Standards Act (FLSA) allows for public agencies and firefighters to agree to a work schedule in excess of 40 hours a week. In most cases, if a firefighter works in excess of 212 hours in a 28 day work period, those hours are compensated as planned overtime, which the State calls Extended Duty Week Compensation (EDWC). In some cases, this compensation is already included in the base salary.

**Monthly Pay for EDWC (Planned Overtime):** Monthly overtime pay is usually multiplied by 1.5 into the hourly rate, which may also include specific pay differentials if stated in a labor contract.

**Max. Mo. Cash Benefits:** Maximum monthly cash benefits refer to the sum total of the following pay differentials: Education Bonus, EMT/Paramedic Pay, Hazardous Material Pay, Longevity Pay, Uniform Allowance (converted into an average monthly number), and Bilingual Pay.

**Max. Mo. Employer Paid Benefits:** Maximum monthly employer benefits refer to the sum total of the following employer contributions: Retirement Pick-up by the Employer of the Employee's Retirement Contribution, the Employer Contribution towards Retirement, the Employer's Maximum Contribution to the Employee's Deferred Compensation, the Employer's Contribution to a Cafeteria Plan, the Employer's Contribution to Health, Dental, and Vision Insurance Premiums.

**Max. Mo. Vac.:** Maximum monthly vacation hours employees receive based upon years of service by classification. For State Firefighters, the average years of service by classification are: Firefighter II – 11 yrs.; Fire Apparatus Engineer – 14 yrs.; Fire Captain – 20 yrs.; Battalion Chief – 24 yrs. The same years were used when estimating years of service for local government firefighters.

**Max. Mo. Sick:** Maximum monthly sick leave hours all employees receive.

**Avg. Mo. Holiday Hours:** Average monthly holiday hours employees receive.

**Value of Max. Mo. Avg. Vacation/Sick/Holidays:** These hours were multiplied by the hourly rate to find their cash value.

**Monthly Total Comp.:** Monthly total compensation refers to the sum total of maximum monthly salary + monthly for EDWC (Planned OT) pay + maximum monthly cash benefits + maximum monthly employer paid benefits + value of maximum monthly average of vacation, sick, and holidays.

## Fire Fighter II Total Compensation Comparison

Fire Department	Class Title - Class Code	Minimum Salary	Max Salary	Hours per Week	Max Hourly Pay	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Max Hourly Pay with EDWC	Max Monthly Cash Benefits	Max Monthly Employer Paid Benefits	Max. Mo. Vac.	Max. Mo. Sick	Avg. Mo. Holiday Hours	Value of Max. Mo. Avg. Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	32202 - Firefighter-Suppression	\$4,621	\$5,627	56	\$23.19	12.6	\$483.00	\$25.18	\$1,100.41	\$3,145.63	14	11	13	\$886.72	\$11,243
Chula Vista	5623 - Firefighter	\$4,687	\$5,697	56	\$32.87	0.0	\$0.00	\$32.87	\$616.67	\$3,840.93	19	11	11	\$1,333.16	\$11,488
Corona	FRF100R - Firefighter	\$4,941	\$6,033	56	\$34.80	0.0	\$0.00	\$34.80	\$1,478.09	\$4,692.35	31	0	12	\$1,508.13	\$13,712
Escondido	60700 - Firefighter/Paramedic	\$4,965	\$6,336	56	\$26.11	0.0	\$0.00	\$26.11	\$1,122.74	\$3,854.11	18	12	12	\$1,197.57	\$12,510
Fullerton	Firefighter	\$4,522	\$5,771	56	\$23.78	12.6	\$458.39	\$25.67	\$1,284.10	\$4,088.07	18	11	10	\$1,147.47	\$12,749
Hayward	215 - Firefighter (56 HR)	\$6,642	\$8,074	56	\$33.24	0.0	\$0.00	\$33.24	\$1,287.30	\$4,964.88	20	12	28	\$1,401.05	\$15,727
Livermore-Pleasanton	Firefighter	\$5,800	\$7,405	56	\$30.52	13.0	\$974.68	\$34.53	\$1,313.02	\$5,102.63	16	11.2	0	\$1,620.90	\$16,416
Los Angeles County	0199 - Fire Fighter	\$4,345	\$6,353	56	\$26.08	12.6	\$675.71	\$28.85	\$2,422.83	\$4,649.59	18	12	11	\$1,446.22	\$15,548
Milpitas	4502 - Firefighter/EMT	\$7,180	\$8,680	56	\$35.77	0.0	\$0.00	\$35.77	\$560.71	\$5,191.32	19	24	0	\$2,164.43	\$16,596
Novato	5623 - Firefighter	\$6,567	\$7,437	56	\$42.91	0.0	\$0.00	\$42.91	\$150.00	\$6,226.39	22	12	0	\$1,488.20	\$15,301
Ontario	3005 - Firefighter	\$4,713	\$5,729	53	\$24.94	30.0	\$1,417.22	\$31.12	\$1,604.20	\$4,993.05	22	12	15	\$1,564.53	\$15,308
Oxnard	Firefighter	\$4,922	\$6,312	56	\$26.01	10.8	\$486.50	\$28.02	\$991.91	\$3,976.14	35	0	0	\$1,042.52	\$12,809
Rialto	6013 - Firefighter	\$4,322	\$5,792	56	\$23.80	6.0	\$232.14	\$24.76	\$762.53	\$3,921.80	18	13	14	\$1,227.96	\$11,936
Roseville	Firefighter	\$4,779	\$6,725	56	\$27.71	0.0	\$0.00	\$27.71	\$1,344.92	\$4,016.73	18	12	14	\$1,249.78	\$13,336
San Bernardino (City of)	60031 - Firefighter	\$5,542	\$7,252	56	\$29.80	12.6	\$579.92	\$32.19	\$250.00	\$3,131.57	30	16	12	\$1,788.20	\$13,002
San Mateo (City of)	See Engineer	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Santa Monica	2050 - Firefighter	\$6,343	\$7,831	56	\$32.27	0.0	\$0.00	\$32.27	\$2,910.02	\$5,935.96	15	12	12	\$1,726.24	\$18,403
Stockton	20545 - Firefighter	\$4,139	\$6,713	56	\$27.66	4.3	\$200.77	\$28.49	\$1,099.24	\$4,034.90	35	12	9	\$1,539.93	\$13,588
Torrance	7112 - Firefighter	\$4,195	\$6,345	56	\$26.19	12.5	\$585.11	\$28.60	\$2,705.04	\$6,073.32	24	9	8	\$1,531.31	\$17,240
Ventura County	00770 - Firefighter	\$4,753	\$6,327	56	\$36.50	13.5	\$677.64	\$40.41	\$1,870.85	\$5,831.54	29	11	0	\$1,462.25	\$16,169
<b>Survey Average:</b>		<b>\$5,157</b>	<b>\$6,655</b>	<b>56</b>	<b>\$29.69</b>	<b>7.4</b>	<b>\$356.37</b>	<b>\$31.24</b>	<b>\$1,309.19</b>	<b>\$4,614.26</b>	<b>22.1</b>	<b>11.3</b>	<b>9.5</b>	<b>\$1,438.24</b>	<b>\$14,373</b>
<b>CAL FIRE</b>	<b>Fire Fighter II</b>	<b>\$2,777</b>	<b>\$3,509</b>	<b>72</b>	<b>\$11.25</b>	<b>82.3</b>	<b>\$1,825.33</b>	<b>\$17.10</b>	<b>\$894.17</b>	<b>\$3,390.10</b>	<b>23.0</b>	<b>14</b>	<b>24</b>	<b>\$1,431.91</b>	<b>\$11,051</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-85.7%</b>	<b>-89.6%</b>		<b>-164.0%</b>		<b>80.5%</b>	<b>-82.7%</b>	<b>-46.4%</b>	<b>-36.1%</b>				<b>-0.4%</b>	<b>-30.1%</b>

City of San Mateo does not have a classification comparable to Fire Fighter II.

Cities of Fullerton and Hayward did not provide which premium pays are included in the calculation of Retirement or Paid leave. It is assumed that all earned pay differentials and planned overtime (for retirement calculation only) are included in those calculations.

## Fire Apparatus Engineer Total Compensation Comparison

Fire Department	Class Title - Class Code	Minimum Salary	Max Salary	Hours per Week	Max Hourly Pay	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Max Hourly Pay with EDWC	Max Monthly Cash Benefits	Max Monthly Employer Paid Benefits	Max. Mo. Vac.	Max. Mo. Sick	Avg. Mo. Holiday Hours	Value of Max. Mo. Avg. Vacation/Sick/ Holidays	Monthly Total Comp.
Bakersfield	32150 - Fire Engineer	\$5,100	\$6,216	56	\$25.62	12.6	\$533.56	\$27.81	\$1,159.32	\$3,392.74	14	11	13	\$979.54	\$12,281
Chula Vista	5603 - Fire Engineer	\$5,515	\$6,703	56	\$38.67	0.0	\$0.00	\$38.67	\$616.67	\$4,206.35	19	11	11	\$1,568.62	\$13,095
Corona	FIRE_ENGINEER - Fire Engineer	\$5,598	\$6,834	56	\$39.43	0.0	\$0.00	\$39.43	\$1,674.33	\$5,104.00	31	0	12	\$1,708.42	\$15,321
Escondido	60300 - Fire Engineer	\$5,213	\$6,653	56	\$27.42	0.0	\$0.00	\$27.42	\$1,069.40	\$3,945.02	18	12	12	\$1,257.49	\$12,925
Fullerton	Fire Engineer	\$5,145	\$6,566	56	\$27.06	12.6	\$521.81	\$29.21	\$1,495.95	\$4,402.32	21	11	10	\$1,410.84	\$14,397
Hayward	221 - Apparatus Operator (56 HR)	\$7,047	\$8,564	56	\$46.81	0.0	\$0.00	\$46.81	\$1,363.25	\$5,120.16	20	12	28	\$1,485.76	\$16,533
Livermore-Pleasanton	Fire Engineer	\$7,894	\$8,288	56	\$34.15	13.0	\$1,090.91	\$38.65	\$1,463.13	\$5,469.99	20	11.2	0	\$1,974.02	\$18,286
Los Angeles County	0201 - Fire Fighter Specialist	\$6,432	\$7,568	56	\$31.07	12.6	\$803.47	\$34.37	\$2,851.18	\$5,214.98	20	12	11	\$1,806.88	\$18,245
Milpitas	4501 - Fire Engineer	\$7,682	\$9,290	56	\$38.28	0.0	\$0.00	\$38.28	\$764.85	\$5,459.67	19	24	0	\$2,356.60	\$17,871
Novato	5603 - Fire Engineer	\$8,290	\$8,290	56	\$47.83	0.0	\$0.00	\$47.83	\$150.00	\$6,709.60	22	12	0	\$1,655.54	\$16,805
Ontario	Fire Engineer	\$5,615	\$6,826	53	\$29.72	30.0	\$1,642.94	\$36.87	\$1,659.06	\$5,487.77	24	12	15	\$1,884.20	\$17,500
Oxnard	Fire Engineer	\$5,609	\$7,193	56	\$29.64	10.8	\$553.97	\$31.92	\$1,119.62	\$4,461.06	37	0	0	\$1,282.20	\$14,610
Rialto	6009 - Fire Engineer	\$5,266	\$7,057	56	\$29.00	6.0	\$282.44	\$30.16	\$1,065.46	\$4,604.18	18	13	14	\$1,521.71	\$14,531
Roseville	3340 Fire Engineer	\$5,326	\$7,494	56	\$30.88	0.0	\$0.00	\$30.88	\$1,873.47	\$4,462.02	18	12	14	\$1,392.75	\$15,222
San Bernardino (City of)	60881 - Fire Engineer	\$6,108	\$7,947	56	\$32.66	12.6	\$633.97	\$35.26	\$250.00	\$3,329.71	30	16	12	\$1,953.76	\$14,114
San Mateo (City of)	3140- Firefighter/ Engineer	\$7,099	\$8,465	56	\$34.88	6.5	\$226.74	\$35.82	\$1,837.85	\$4,464.60	19	12	0	\$1,822.56	\$16,817
Santa Monica	2030 - Fire Engineer	\$7,494	\$9,252	56	\$38.13	0.0	\$0.00	\$38.13	\$3,355.50	\$6,594.44	15	12	12	\$2,026.21	\$21,228
Stockton	Fire Fighter Engineer	\$5,240	\$6,727	56	\$27.72	4.3	\$201.19	\$28.55	\$1,101.43	\$4,040.65	35	12	9	\$1,543.14	\$13,613
Torrance	Fire Engineer	\$5,099	\$6,197	56	\$25.57	12.5	\$593.94	\$28.03	\$3,256.44	\$6,281.61	24	9	8	\$1,599.55	\$17,929
Ventura County	Fire Engineer	\$5,956	\$7,181	56	\$41.43	13.5	\$644.75	\$45.15	\$622.88	\$5,576.97	29	11	0	\$1,659.75	\$15,685
<b>Survey Average:</b>		<b>\$6,136</b>	<b>\$7,466</b>	<b>56</b>	<b>\$33.80</b>	<b>7.4</b>	<b>\$386.48</b>	<b>\$35.46</b>	<b>\$1,437.49</b>	<b>\$4,916.39</b>	<b>22.6</b>	<b>11.3</b>	<b>9.0</b>	<b>\$1,644.48</b>	<b>\$15,850</b>
<b>CAL FIRE</b>	<b>Fire Apparatus Engineer</b>	<b>\$3,325</b>	<b>\$4,003</b>	<b>72</b>	<b>\$12.83</b>	<b>82.3</b>	<b>\$2,077.27</b>	<b>\$19.49</b>	<b>\$894.17</b>	<b>\$3,623.73</b>	<b>23.0</b>	<b>14</b>	<b>24</b>	<b>\$1,620.87</b>	<b>\$12,219</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-84.6%</b>	<b>-86.5%</b>		<b>-163.4%</b>		<b>81.4%</b>	<b>-82.0%</b>	<b>-60.8%</b>	<b>-35.7%</b>				<b>-1.5%</b>	<b>-29.7%</b>

Cities of Fullerton and Hayward did not provide which premium pays are included in the calculation of Retirement or Paid leave. It is assumed that all earned pay differentials and planned overtime (for retirement calculation only) are included in those calculations.

**Fire Captain (A) Total Compensation Comparison**

Fire Department	Class Title - Class Code	Minimum Salary	Max Salary	Hours per Week	Max Hourly Pay	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Max Hourly Pay with EDWC	Max Monthly Cash Benefits	Max Monthly Employer Paid Benefits	Max. Mo. Vac.	Max. Mo. Sick	Avg. Mo. Holiday Hours	Value of Max. Mo. Avg. Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	67180 - Fire Captain	\$6,094	\$7,425	56	\$30.60	12.6	\$637.33	\$33.22	\$1,280.21	\$3,899.87	19	11	13	\$1,313.25	\$14,556
Chula Vista	5583 - Fire Captain	\$6,468	\$7,862	56	\$45.36	0.0	\$0.00	\$45.36	\$616.67	\$4,627.14	24	11	11	\$2,081.67	\$15,188
Corona	FIRE CAPT - Fire Captain	\$7,255	\$8,857	56	\$51.10	0.0	\$0.00	\$51.10	\$2,258.54	\$6,180.23	36	0	12	\$2,469.74	\$19,766
Escondido	Fire Captain	\$6,118	\$7,809	56	\$32.18	0.0	\$0.00	\$32.18	\$1,190.78	\$4,385.46	22	12	12	\$1,617.75	\$15,003
Fullerton	Fire Captain (56 HR)	\$5,996	\$7,652	56	\$31.53	12.6	\$597.10	\$33.99	\$1,523.10	\$4,805.07	22	11	10	\$1,643.45	\$16,221
Hayward	Fire Captain (56 HR)	\$8,785	\$9,685	56	\$39.91	0.0	\$0.00	\$39.91	\$1,537.01	\$5,475.40	25	12	28	\$1,909.99	\$18,607
Livermore-Pleasanton	Fire Captain	\$8,831	\$9,271	56	\$38.20	13.0	\$1,220.30	\$43.23	\$1,630.24	\$5,878.96	24	11.2	0	\$2,386.95	\$20,387
Los Angeles County	0205 - Fire Captain	\$7,605	\$8,949	56	\$36.74	12.6	\$986.90	\$40.79	\$3,830.12	\$6,094.52	20	12	11	\$2,223.43	\$22,084
Milpitas	2504 - Fire Captain	\$8,712	\$10,542	56	\$43.44	0.0	\$0.00	\$43.44	\$1,038.28	\$5,961.92	24	24	0	\$2,968.95	\$20,511
Novato	5583 - Captain (Line/Shift)	\$9,427	\$9,427	56	\$54.39	0.0	\$0.00	\$54.39	\$200.00	\$7,381.87	32	12	0	\$2,443.76	\$19,453
Ontario	3016 - Fire Captain	\$6,640	\$8,071	53	\$35.14	30.0	\$2,017.74	\$43.93	\$2,326.67	\$6,309.25	26	12	15	\$2,399.52	\$21,124
Oxnard	Fire Captain	\$6,530	\$8,374	56	\$34.51	10.8	\$650.09	\$37.19	\$1,374.65	\$5,151.76	38	0	0	\$1,541.19	\$17,092
Rialto	6007 - Fire Captain	\$6,107	\$8,183	56	\$33.63	6.0	\$327.21	\$34.97	\$1,206.21	\$5,157.22	18	13	14	\$1,759.03	\$16,633
Roseville	3320 Fire Captain	\$6,191	\$8,711	56	\$35.90	0.0	\$0.00	\$35.90	\$2,308.35	\$5,028.77	22	12	14	\$1,809.16	\$17,857
San Bernardino (City of)	60130 Fire Investigator/Captain	\$9,128	\$9,128	40	\$37.51	12.6	\$733.65	\$40.53	\$350.00	\$3,793.54	40	16	12	\$2,648.87	\$16,654
San Mateo (City of)	3120 - Fire Captain	\$9,049	\$9,888	56	\$40.75	6.5	\$264.87	\$41.84	\$2,037.13	\$5,121.04	25	12	0	\$2,419.06	\$19,731
Santa Monica	0950 - Fire Captain	\$8,841	\$10,915	56	\$44.98	0.0	\$0.00	\$44.98	\$3,876.85	\$7,365.06	21	12	12	\$2,742.99	\$24,900
Stockton	20335 - Fire Captain	\$5,949	\$7,638	56	\$31.48	4.3	\$228.44	\$32.42	\$1,243.82	\$4,414.60	40	12	9	\$1,909.50	\$15,434
Torrance	7114 - Fire Captain	\$5,902	\$8,450	56	\$34.87	12.5	\$831.97	\$38.31	\$4,336.89	\$8,003.03	24	9	8	\$2,163.55	\$23,786
Ventura County	00750 - Fire Captain	\$6,938	\$8,366	56	\$48.26	13.5	\$745.36	\$52.56	\$643.09	\$6,355.68	29	11	0	\$1,933.38	\$18,043
<b>Survey Average:</b>		<b>\$7,328</b>	<b>\$8,760</b>	<b>55</b>	<b>\$39.02</b>	<b>7.4</b>	<b>\$462.05</b>	<b>\$41.01</b>	<b>\$1,740.43</b>	<b>\$5,569.52</b>	<b>26.6</b>	<b>11.3</b>	<b>9.0</b>	<b>\$2,119.26</b>	<b>\$18,651</b>
<b>CAL FIRE</b>	<b>Fire Captain, Range A</b>	<b>\$3,648</b>	<b>\$4,609</b>	<b>72</b>	<b>\$14.77</b>	<b>82.3</b>	<b>\$2,456.42</b>	<b>\$22.65</b>	<b>\$1,032.44</b>	<b>\$3,975.58</b>	<b>24.8</b>	<b>14</b>	<b>24</b>	<b>\$1,960.81</b>	<b>\$14,034</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-100.9%</b>	<b>-90.1%</b>		<b>-164.2%</b>		<b>81.2%</b>	<b>-81.1%</b>	<b>-68.6%</b>	<b>-40.1%</b>				<b>-8.1%</b>	<b>-32.9%</b>

San Bernardino's Fire captains do not get FLSA Overtime; instead they receive an 8 percent Captain assignment pay.

Cities of Fullerton and Hayward did not provide which premium pays are included in the calculation of Retirement or Paid leave. It is assumed that all earned pay differentials and planned overtime (for retirement calculation only) are included in those calculations.

## Battalion Chief Total Compensation Comparison

Fire Department	Class Title - Class Code	Minimum Salary	Max Salary	Hours per Week	Max Hourly Pay	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Max Hourly Pay with EDWC	Max Monthly Cash Benefits	Max Monthly Employer Paid Benefits	Max. Mo. Vac.	Max. Mo. Sick	Avg. Mo. Holiday Hours	Value of Max. Mo. Avg. Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	68130 - Fire Battalion Chief - Days	\$7,635	\$9,281	56	\$38.25	0.0	\$0.00	\$38.25	\$1,465.81	\$4,396.62	19	11	13	\$1,641.50	\$16,785
Chula Vista	5511 - Fire Battalion Chief	\$8,058	\$9,794	56	\$56.51	0.0	\$0.00	\$56.51	\$616.67	\$5,328.86	24	11	11	\$2,593.24	\$18,333
Corona	Battalion Chief	\$9,498	\$11,595	56	\$66.89	0.0	\$0.00	\$66.89	\$463.80	\$6,569.60	36	0	12	\$3,233.18	\$21,862
Escondido	Fire Battalion Chief	\$7,052	\$9,521	56	\$39.23	0.0	\$0.00	\$39.23	\$208.33	\$4,637.01	26	12	12	\$1,957.43	\$16,324
Fullerton	Battalion Chief (56 HR)	\$8,726	\$11,137	56	\$45.89	12.6	\$579.36	\$48.28	\$627.97	\$5,763.46	22	11	10	\$2,107.35	\$20,215
Hayward	Battalion Chief (56 HR)	\$10,037	\$12,199	56	\$50.27	0.0	\$0.00	\$50.27	\$1,930.85	\$6,710.20	25	12	14	\$2,969.79	\$23,810
Livermore-Pleasanton	Battalion Chief	\$11,638	\$11,638	56	\$47.96	13.0	\$1,531.85	\$54.27	\$2,032.63	\$6,863.73	24	11.2	0	\$3,000.43	\$25,067
Los Angeles County	0208 - Battalion Chief	\$10,199	\$12,001	56	\$49.26	12.6	\$1,243.83	\$54.37	\$4,083.63	\$7,811.39	20	12	11	\$2,806.86	\$27,947
Milpitas	640 - Fire Battalion Chief	\$8,839	\$12,067	56	\$51.95	0.0	\$0.00	\$49.73	\$200.00	\$6,149.74	22	24	0	\$2,999.95	\$21,417
Novato	5511 - Battalion Chief (Line/Shift)	\$12,125	\$12,125	56	\$69.95	0.0	\$0.00	\$69.95	\$242.49	\$9,502.85	32	9	24	\$4,602.02	\$26,472
Ontario	3017 - Fire Battalion Supervisor	\$8,607	\$10,461	53	\$45.55	30.0	\$2,440.48	\$56.18	\$2,094.20	\$7,108.21	38	0	15	\$2,799.35	\$24,904
Oxnard	Fire Battalion Chief	\$8,531	\$12,061	56	\$49.70	0.0	\$0.00	\$49.70	\$0.00	\$6,021.28	45	0	0	\$2,238.74	\$20,321
Rialto	6005 - Fire Battalion Chief	\$8,012	\$10,737	56	\$44.25	0.0	\$0.00	\$44.25	\$1,766.16	\$5,850.05	18	14	18	\$2,491.09	\$20,844
Roseville	0905 Fire Battalion Chief (24HR)	\$8,351	\$11,191	56	\$46.12	0.0	\$0.00	\$46.12	\$1,498.88	\$5,567.72	22	8	12	\$2,082.17	\$20,340
San Bernardino (City of)	70241 - Battalion Chief (56hr)	\$12,203	\$12,203	56	\$50.15	12.6	\$988.52	\$54.21	\$566.67	\$4,714.57	25	12	12	\$2,557.98	\$21,031
San Mateo (City of)	2086 - Fire Battalion Chief-56	\$10,555	\$12,587	56	\$51.87	6.5	\$337.16	\$53.26	\$509.17	\$5,343.75	22	12	0	\$2,625.21	\$21,403
Santa Monica	0812 - Battalion Chief	\$11,182	\$13,805	56	\$56.89	0.0	\$0.00	\$56.89	\$1,342.23	\$7,490.43	21	12	12	\$2,808.90	\$25,447
Stockton	06186 - Fire Battalion Chief	\$7,179	\$9,217	56	\$37.98	4.3	\$275.66	\$39.12	\$1,490.62	\$5,062.76	40	12	9	\$2,304.25	\$18,350
Torrance	7115 -Fire Battalion Chief	\$8,789	\$10,080	56	\$41.54	12.5	\$1,113.15	\$46.12	\$5,090.89	\$9,319.85	24	9	8	\$2,566.84	\$28,170
Ventura County	00926 - Fire Battalion Chief	\$7,501	\$10,502	56	\$60.59	13.5	\$1,227.86	\$67.67	\$1,264.10	\$8,683.23	29	0	3	\$1,920.40	\$23,597
<b>Survey Average:</b>		<b>\$9,236</b>	<b>\$11,210</b>	<b>56</b>	<b>\$50.04</b>	<b>5.9</b>	<b>\$486.89</b>	<b>\$52.06</b>	<b>\$1,374.75</b>	<b>\$6,444.77</b>	<b>26.7</b>	<b>9.6</b>	<b>9.8</b>	<b>\$2,615.33</b>	<b>\$22,132</b>
<b>CAL FIRE</b>	<b>Battalion Chief</b>	<b>\$4,641</b>	<b>\$5,869</b>	<b>72</b>	<b>\$18.81</b>	<b>82.3</b>	<b>\$2,471.24</b>	<b>\$26.73</b>	<b>\$1,187.62</b>	<b>\$4,423.46</b>	<b>26.6</b>	<b>14</b>	<b>24</b>	<b>\$1,866.66</b>	<b>\$15,818</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-99.0%</b>	<b>-91.0%</b>		<b>-166.0%</b>		<b>80.3%</b>	<b>-94.8%</b>	<b>-15.8%</b>	<b>-45.7%</b>				<b>-40.1%</b>	<b>-39.9%</b>

Cities of Fullerton and Hayward did not provide which premium pays are included in the calculation of Retirement or Paid leave. It is assumed that all earned pay differentials and planned overtime (for retirement calculation only) are included in those calculations.

### Detailed Retirement Plan Information

The table below summarizes the employer contributions to retirement (including any pick-up for employees) as well as retirement plans for Classic and New Employees.

Employer	Classic Employees		New Employees (PEPRA)	
	Employer Contribution + Pick-Up	Benefit Formula	Employer Contribution + Pick-Up	Benefit Formula
Bakersfield	35.37%	3% @ 50	26.375%	2.7% @ 57
Chula Vista	36.31%	3% @ 50	27.316%	2.7% @ 57
Corona	41.27%	3% @ 50	n/a	2.7% @ 57
Escondido	34.48%	3% @ 50	34.486%	2.7% @ 57
Fullerton	34.68%	3% @ 50	34.681%	2.7% @ 57
Hayward	27.44%	3% @ 50	n/a	2.7% @ 57
Livermore-Pleasanton	35.56%	3% @ 50	35.559%	2.7% @ 57
Milpitas	32.93%	3% @ 50	32.931%	2.7% @ 57
Ontario	35.91%	3% @ 50	26.909%	2.7% @ 57
Oxnard	45.07%	3% @ 50	36.07%	2.7% @ 57
Rialto	42.17%	3% @ 50	42.168%	2.7% @ 57
Roseville	34.31%	3% @ 50	34.311%	2.7% @ 57
San Bernardino (City of)	26.47%	3% @ 50	31.455%	2.7% @ 57
San Mateo (City of)	37.53%	3% @ 50	37.525%	2.7% @ 57
Santa Monica	35.28%	3% @ 50	35.279%	2.7% @ 57
Stockton	34.61%	3% @ 50	34.605%	2.7% @ 57
Torrance	51.64%	3% @ 50	42.642%	2.7% @ 57
<b>CalPERS Average</b>	<b>36.53%</b>			
Los Angeles County	27.92%	2.6% @ 55	20.98%	2.7% @ 57
Novato	56.64%	3% @ 50 & 3% @ 55	n/a	2.7% @ 57
Ventura County	59.65%	2% @ 50	48.99%	2% @ 57
<b>State of California (CAL FIRE)</b>	<b>31.32%</b>	<b>3% @ 50</b>		<b>2.7% @ 57</b>

### Employer Contributions for Classic Employees in More Detail

The table below summarizes employer contributions to retirement and deferred compensation plans for classic rank and file employees. Contributions can vary for supervisory employees.

		Classic Employees		
		Employer Contribution	Employer Pick-Up For Employee	Deferred Compensation/Mo.
<b>State of California (CAL FIRE)</b>		<b>31.32%</b>	<b>0.00%</b>	<b>0.00%</b>
CalPERS Plans	Bakersfield	26.37%	9.00%	0.00%
	Chula Vista	27.31%	9.00%	0.00%
	Corona	41.27%	0.00%	0.00%
	Escondido	34.48%	0.00%	0.00%
	Fullerton	25.12%	9.56%	0.00%
	Hayward	27.44%	0.00%	0.00%
	Livermore-Pleasanton	35.56%	0.00%	0.00%
	Milpitas	32.93%	0.00%	\$50.00
	Ontario	26.91%	9.00%	\$300.00
	Oxnard	36.07%	9.00%	0.00%*
	Rialto	33.17%	9.00%	\$60.00
	Roseville	25.31%	9.00%	0.00%
	San Bernardino (City of)	26.47%	4.99%	0.00%
	San Mateo (City of)	37.53%	0.00%	2.00%
	Santa Monica	26.28%	9.00%	0.00%
	1937 Act Plans	Stockton	34.61%	0.00%
Torrance		42.64%	9.00%	\$63.23
Los Angeles County		24.95%	2.97%	4.00% (Max. Match)
Novato		51.64%	5.00%	\$100.00
Ventura County		48.99%	10.66%	0.00%*

\*No match for rank and file employees. However, Oxnard makes a 1% contribution and Ventura makes a 3% contribution for Battalion Chiefs into their deferred savings account, which was included in the Survey results.

### Days Worked Annually by Fire Department

The table below summarizes the regularly scheduled hours of work and days of work for firefighters working with each department. It does not include any unplanned overtime hours.

Fire Department	Hours Annually	Days Annually
Bakersfield	2920.00	122
Chula Vista FD	3128.57	130
Corona	2920.00	122
Escondido	3128.57	130
Fullerton	2911.92	121
Hayward	2920.00	122
Livermore-Pleasanton	2920.00	122
Los Angeles Co.	2920.00	122
Milpitas	3128.57	130
Novato	2920.00	122
Ontario	3128.57	130
Oxnard	2920.00	122
Rialto	3128.57	130
Roseville	3128.57	130
San Bernardino (City of)	2920.00	122
San Mateo (City of)	2920.00	122
Santa Monica	3128.57	130
Stockton	2920.00	122
Torrance	2920.00	122
Ventura Co.	3128.57	130
<b>Local Average</b>	<b>3007.39</b>	<b>125</b>
<b>State Firefighters (CAL FIRE)</b>	<b>3744.00</b>	<b>156</b>